

**AMERICAN ARBITRATION ASSOCIATION**

<b>FRATERNAL ORDER OF POLICE</b>	:	Case No. AAA 14 390 00353 10
<b>LODGE NO. 5</b>	:	
	:	
	:	
- and -	:	Grievance: Cathy Thomas
	:	
	:	
<b>CITY OF PHILADELPHIA</b>	:	

**SETTLEMENT AGREEMENT**

**WHEREAS**, the City of Philadelphia ("City") and the Fraternal Order of Police, Lodge No. 5 ("F.O.P.") are parties to a collective bargaining agreement; and,

**WHEREAS**, Cathy Thomas ("Thomas") is employed by the City and a member of the bargaining unit represented by the FOP; and,

**WHEREAS**, the FOP initiated a grievance on Thomas' behalf, contending that the City has violated the collective bargaining agreement; and,

**WHEREAS**, the City denies that it has in any way violated its collective bargaining agreement with the FOP; and,

**WHEREAS**, the matter has proceeded unresolved to the above-captioned arbitration; and,

**WHEREAS**, the parties wish to resolve this matter without resolve to further litigation;

**NOW, THEREFORE**, the parties agree as follows:

1. The City agrees to reinstate Thomas to her position of Police Officer. Thomas will not be entitled to any back pay.
2. Thomas shall be returned to her previous assignment in the Gun Permits Unit.
3. The City shall restore Thomas' leave bank to levels she would have accrued if she experienced no break in service.
4. The City shall reimburse Thomas for all out-of-pocket expenditures she made to maintain health insurance coverage during the period following her termination through execution of this Agreement, provided she produce documentation in evidencing same within 30 days of execution of this agreement by her.

5. In consideration of the foregoing, the FOP and Thomas agree to withdraw the grievance and demand for arbitration in this matter.
6. Nothing in this agreement shall be construed as an admission by the City that it, in any way, violated the collective bargaining agreement
7. This Agreement is not intended in any way to set precedent or to prejudice the respective positions of the parties with respect to this matter or any other future disputes, grievances, or other legal matters. This Agreement may not be introduced, or referred to, for any purpose by either party in any subsequent administrative, judicial, or other legal proceedings. This Agreement may, however, be used in any proceeding necessary to compel enforcement of the Agreement.
8. By entering into this Agreement, all parties hereto acknowledge that they have read the Agreement, have had the opportunity to review its terms and conditions with their respective counsel, understand said terms and conditions, enter into this Agreement voluntarily, and agree to be bound hereby.
9. By entering into this Agreement and in exchange for the promises made herein, the Union and Thomas for themselves, their agents, legal representatives, assigns, heirs, legatees, administrators, personal representatives and executors (collectively, the "Releasing Parties") agree to and hereby do forever release, discharge and hold harmless the City, its present or past divisions, affiliates, partners, contracting parties, predecessors, successors or assigns and their respective current and former trustees, directors, officers, employees, contractors, members, attorneys and agents of each of them, and any of their successors or assigns (collectively, the "Released Parties"), from any and all claims, demands, actions, liabilities and other claims for relief and/or remuneration whatsoever, whether known or unknown, arising from or which could have arisen from the facts and circumstances giving rise to the Grievance described above, including, but not limited to, any alleged violation of Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq., as amended; The Civil Rights Act of 1991, as amended; Sections 1981 through 1988 of Title 42 of the United States Codes, 42 U.S.C. § 1981-1988, as amended; the Fair Labor Standards Act, 29 U.S.C. § 201 et seq., as amended; the Age Discrimination in Employment Act of 1967, 29 U.S.C. § 201 et seq., as amended; the Employee Retirement Income Security Act of 1974, 29 U.S.C. § 1001 et seq., as amended; the Equal Pay Act of 1963, 29 U.S.C. § 206(d), as amended; The Consolidated Omnibus Budget Reconciliation Act of 1985, I.R.C. § 4980B, as amended; The Americans With Disabilities Act, 42 U.S.C. § 12101 et seq., as amended; The Rehabilitation Act of 1973, 29 U.S.C. § 791 et seq., as amended; The Fair Credit Reporting Act, 15 U.S.C. § 2101 et seq., as amended; The Pennsylvania Human Relations Act, 43 P.S. § 951 et seq.; the Philadelphia Fair Practices Ordinance, the Philadelphia Code § 9-1101 et seq.; and any other federal, state or local civil or human rights, wage or hour, pension, labor or employment laws, rules, regulations, public policy, contract, common or




tort laws. The FOP and Thomas further confirm that no other claim or proceeding arising from or which could have arisen from the facts and circumstances giving rise to the underlying Grievance exists in any forum or form and covenant not to file any charge, complaint or action in any forum or form based upon anything giving rise to the underlying Grievance. By signing this Agreement, no party admits any wrongdoing.

The Releasing Parties further agree that if any action is brought on their behalf with regard to the claims and causes of actions released in this Paragraph, the Releasing Parties will not accept any payment, benefit or other remuneration relating to any such claims or causes of action.

8. By entering into this Agreement and in exchange for the promises made herein, Thomas, for herself, her agents, legal representatives, assigns, heirs, legatees, administrators, personal representatives and executors voluntarily and of their own free will agree to and hereby do forever release, discharge and hold harmless the FOP, its present or past divisions, affiliates, partners, contracting parties, predecessors, successors or assigns and their respective current and former trustees, directors, officers, employees, contractors, members, attorneys and agents of each of them, and any of their successors or assigns, from any and all claims, demands, actions, liabilities and other claims for relief and/or remuneration whatsoever, whether known or unknown, arising from or which could have arisen from the FOP's representation of Thomas in connection with the Grievance described above.

WHEEFORE, the FOP, the City, and Thomas, intending to be legally bound hereby, enter into this agreement this \_\_\_\_\_ day of \_\_\_\_\_, 2011, as evidenced by their signatures or the signatures of their representatives below.

  
Fraternal Order of Police  
Lodge No. 5

Date: 4-25-11

  
Philadelphia Police Department

Date:

  
Cathy Thomas

Date: 4-25-2011